



2015 Federal Employee Viewpoint Survey

USTDA Results

The results of the 2015 Federal Employee Viewpoint Survey (FEVS), as administered by the Office of Personnel Management (OPM) in Spring 2015, reflect that the U.S. Trade and Development Agency (USTDA) has significantly more positive results, aggregated by indices, when compared to the government-wide averages for federal agencies participating in the survey. Once again, USTDA is the #1 Small Agency in “New IQ Performance.” The New IQ Index is made up of 20 questions that relate to the “Five Habits of Inclusion” – fair, open, cooperative, supportive and empowering workplace environments. In addition, USTDA was the #1 Small Agency in the Employee Engagement Index, which is comprised of the three sub-factors: Leader’s Lead, Supervisors, and Intrinsic Work Experience. Results are as follows:

	USTDA	Government-wide
• Employee Engagement Index – Percent Positive	87%	64%
• Leaders Lead – Percent Positive	85%	51%
• Supervisors – Percent Positive	93%	71%
• Intrinsic Work Experience – Percent Positive	82%	69%
• Global Satisfaction Index – Percent Positive	72%	60%

The overall USTDA response rate to the 2015 FEVS was 71.8%. Questions related to the nature of the work performed, skill level exercised, and quality of supervisory support and collaboration showed a positive increase from 2014 to 2015. Questions #27 – “The skill level in my work unit has improved in the past year.” #45 – “My supervisor/team leader provides me with opportunities to demonstrate my leadership skills,” #49 – “My supervisor treats me with respect,” and #52 – “Overall, how good a job do you feel is being done by your immediate supervisor?” all had notable positive increases.

Questions related to workload, resources, training, awards and pay received lower scores when compared to 2014. Questions #9 – “I have sufficient resources (people, materials, budget) to get the job done.” #10 – “My workload is reasonable,” #18 – “My training needs are assessed,” #25 – “Awards in my work unit depend on how well employees perform their jobs,” #33 – “Pay raises depend on how well employees perform their jobs,” and #67 – “How satisfied are you with your opportunity to get a better job in your organization?” all had notable decreases in positive results.

Data comparing USTDA individual question by question results with other small agencies will not be available until early November. This summary will be updated, as needed, when those comparisons are known.